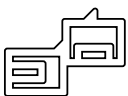
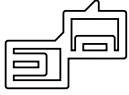


Organisation Climate Survey Improvement Manual

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EmployeeSurveyOnline



Using the Climate Improvement Exercise

EmployeeSurveyOnline

How you can approach this exercise

1. The exercise can be conducted independently of a climate measurement project.
2. Following the release of organisation climate survey results this exercise can be used to address specific issues within the context of work teams of groups.
3. It can be used in a management development context acting as an analysis tool leading to the specification of organisation development projects.

Analyse your organisation's detailed characteristics in individual climate dimensions

1. On the following pages you will find each dimension of the Organisation Climate Survey outlined in detail using a range of factors or characteristics that influence the way people respond to the survey.
2. Focus on the dimensions that are of greatest concern to you.
3. Rank each factor/characteristic in the relevant dimensions using the scale provided at the top of each page.
4. Then move to the 'Climate Improvement Exercise' on the following page.

Select issues for improvement strategies

1. Groups or natural work teams can compare their ratings.
2. Identify those factors that attract the highest number of votes.
3. Make selections for improvement strategies based around agreement about those factors/characteristics that cause the greatest difficulty for people.

Formulate improvement actions

1. Each dimension has a list of sample actions to help groups think about improvement projects.
2. Further information on post survey actions is available in the Survey Project Manager, which can be downloaded from the EmployeeSurveyOnline website.